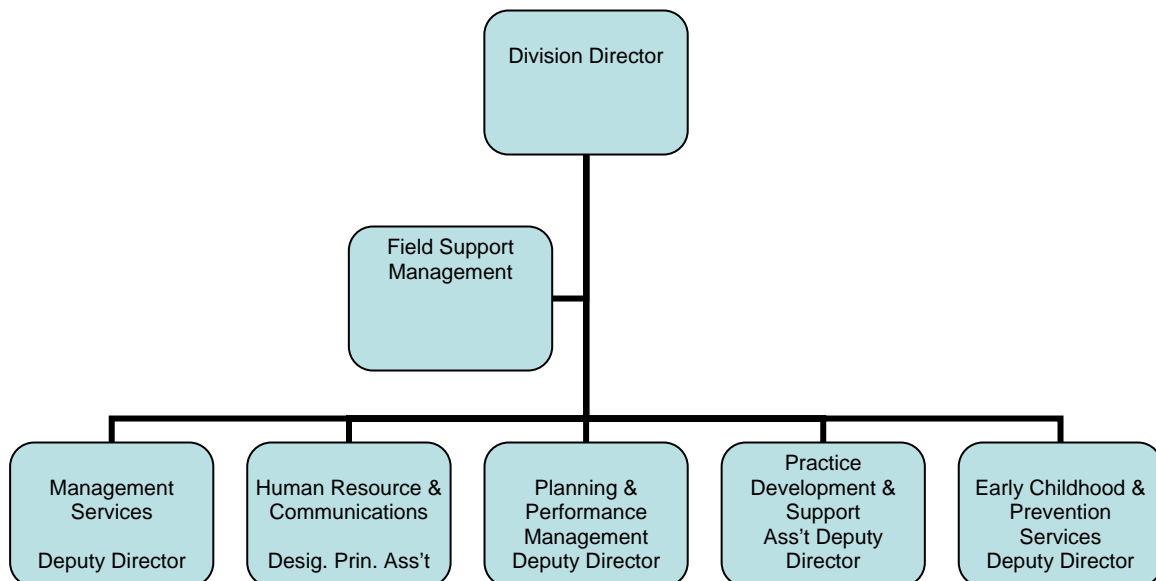


## ORGANIZATIONAL STRUCTURE

The Children's Division's (CD) organizational structure is designed to focus on responsiveness, support and enhancing practice. We believe our division has good policy and extremely dedicated employees. Our people are our strength. The design for CD seeks to honor and respect our people by strengthening the supervisory support available, increasing the number of frontline workers, increasing our ability to respond, improving our communication flow and strengthening our quality improvement and assurance activities. The design focuses on creating strong personnel, communication, strategic planning, practice improvement, training, field support and quality assurance. Additionally, the structure places increased emphasis on building partnerships with communities to prevent child abuse and neglect.

Moreover, the structure seeks to blur the lines between central office and field personnel in order to maximize our resources for supporting frontline activities. Central office staff and field staff will work more closely together forming Practice Enhancement Teams to provide assistance and support to circuits. The teams will be available to support field staff as they conduct their daily activities and develop and implement plans to strength practice and improve outcomes.

Below is the organizational structure of the Children's Division.



Management Services will provide support for budgeting, contracting, payment processing and facilities management. Children's Division (CD) will continue to share these services with the Family Support Division.

The Human Resource and Communications Section provide oversight for Human Resources, Communications, Constituent Services, and Legislative Affairs. Proactive communications both internally and externally is the focus of the Communications Unit that will also manage constituent services.

The Planning and Performance Section has both programmatic and regulatory elements under their purview. A stronger emphasis will be given to strategic planning and the use of data to manage performance improvement. The Program Improvement Plan and Accreditation planning will be coordinated through the new Strategic Planning Section. The Units included in this section will be Strategic Planning and Performance Management, Systems Development (including SACWIS), Contract Compliance, Residential Licensing, Interdepartmental Placement, Quality Assurance and Out of Home Investigations.

The Practice Development and Support Section consists of units that provide oversight and technical assistance in program and policy development, quality improvement and field support. This section houses the Program and Policy Unit, Quality Improvement Unit, Professional Development and Training Unit, the Child Abuse and Neglect Hotline and Background Screening Units.

The Early Childhood & Prevention Services Section provides resources/funding, technical assistance, and policy development in the areas of child care subsidy and quality improvement, community partnership development, child care resource and referral services for parents and providers, accreditation and professional development opportunities for child care providers, Early Head Start, start up/expansion of child care programs serving children birth to age 3, parent education and other community based and interdepartmental initiatives. These programs combine to form a network of services in prevention, community resource development, resource accessibility, and early intervention.

Five Field Administrators serve on the executive team and report to the Division Director. The Northern, Southern, Jackson County, St. Louis County and St. Louis City Field Coordinators oversee and administer CD activities in their geographic locations.